FLEET & INDUSTRIAL SUPPLY CENTER SAN DIEGO

Volume 21 No. 8 August 2003



"Sir, I report for duty as Commander, Fleet and Industrial Supply Centers," said RDML William Kowba as he exchanged salutes with RADM Justin McCarthy. Kowba relieved CAPT Harry Davis as FISC San Diego commanding officer and became the first Commander, FISCs during the historic ceremony held July 25.



Following the July 25 ceremony at which Commander, Fleet and Industrial Supply Centers was established, the commanding officers of the FISCs located in Jacksonville, Fla., Bremerton (Puget Sound) Wash., Norfolk, Va., Pearl Harbor, Hawaii, and Yokosuka, Japan assisted RDML William Kowba, commanding officer of FISC San Diego and Commander, FISCs, in cutting the ceremonial cake. From left to right are: CAPTs Ed Naranjo, Carol Hoffman, Loren Heckelman, Steve Olson, and Sly Abramowicz Jr.

Kowba becomes first Commander, Fleet and Industrial Supply Centers

NAVSUP's transformation journey continues with the establishment of lead FISC in San Diego

avy Supply Corps Rear Admiral William A. Kowba relieved Captain Harry W. Davis as commanding officer of the Fleet and Industrial Supply Center San Diego, and became the first Commander, Fleet and Industrial Supply Centers, during a ceremony held July 25 on the Broadway Pier in downtown San Diego.

"We are here to complete the next milestone in our transformation effort...to witness this historic event for both the Naval Supply Systems Command and FISC San Diego," announced guest speaker Rear Admiral Justin D. McCarthy, Commander, NAVSUP and Chief of Supply Corps.

Explaining why this ceremony was not an average change of command, McCarthy said, "After our Chief of Naval Operations and Secretary of the Navy discussed our Navy's need for reinvestment funds to recapitalize our aging fleet, NAVSUP formed a transformation team to develop ideas that would generate a substantial contribution to the Navy's identified need for \$10 billion dollars in reinvestment funds annually.

"That team developed a three-phased transformation roadmap based on a series of structural, functional and customer alignment initiatives," the admiral continued. "Among these was the creation of the lead FISC and the establishment of Commander, Fleet and Industrial Supply Centers.

Addressing the many family members, employees and honored guests gathered to witness the ceremony, Kowba remarked, "Today, FISC San Diego becomes the lead organization within COMFISCs, an alignment that brings together the Navy's six supply centers in a new, powerfully unifying way. This is the culmination of months of hard work by many...and a milestone of NAVSUP's ongoing transformation, which is a part of the greater Navy and Department of Defense efforts.

"Our COMFISCs mission is to achieve an unprecedented unity of purpose among all of our supply centers around the world that will enable us to reach new heights of efficiency,



Admiral's Quarters

t's great to be back in San Diego, the hub of the Pacific Fleet and the center of Navy Region Southwest!

I first reported to San Diego in August 1997 for an 11-month tour as the FISC Customer Services Officer in Code 100. During that time, I witnessed first-hand the wonderful dedication, steadfast loyalty, and tireless work of the FISC San Diego team. It is an honor for me to return as the first Commander, Fleet and Industrial Supply Centers.

I thank CAPT Harry Davis, Mike Stames and CAPT Ray Berube for all they have done to turn over a worldclass outfit to me. They are the latest in a long line of exceptional leadership at the San Diego helm.

On July 25, FISC San Diego became the lead organization within COMFISCs, an alignment that brings together the Navy's six supply centers in a new, powerfully unifying way. This is the culmination of months of hard work by employees across the enterprise – at NAVSUP headquarters, and each of the FISCs. We are all plank owners in this endeavor. And like the first crew of every new ship, we recognize that the work has truly just begun.

These are exciting times, a genuine moment to make a real difference in our

Navy as we refine the COMFISCs concept.

I am overwhelmed when I think of the talents and capabilities of more than 4,000 military and civilian logistics professionals, executing as many as 18 different missions at more than 60 locations, and in doing so, operating as a single cohesive team.

Imagine the force multiplier effects we will attain by jointly leveraging the forward theater experiences of FISC Yokosuka, the mid-Pacific operational strengths of FISC Pearl Harbor, the submarine and maintenance support skills of FISC Puget Sound, the aviation logistics know-how of FISC Jacksonville, and the numerous waterfront and regional capabilities of FISCs Norfolk and San Diego.

How will we accomplish the work ahead? We will do so by fostering a singular spirit of cooperation and commitment that recognizes that there is no "I" in the word "team." From the top down, I ask that we dedicate ourselves to the CNO's expectations of us to accomplish the missions for the greater good of the Navy - that we be models of honest, open communications, teambuilders extraordinaire and open-minded managers of change, ever sensitive to the needs of our people, customers and



RDML William Kowba

stakeholders.

It is a privilege to be a part of the FISC San Diego and COMFISCs team. I am delighted to join a group of people known for their unmatched professionalism, creativity, flexibility and dedication to the customer. I look forward to working with all of you and our customers and stakeholders spread across the supply centers, waterfronts and regions.

Watowh



Congratulations to the Fuel Depot on their recent selection as the runner-up in the American Petroleum Institute Award competition for Best Bulk Fuel Terminal in the U.S. Navy for 2003. The Fuel Depot distinguished itself by safely, efficiently and accurately moving more than 623 million gallons of fuel through its facility while adhering to a stringent post A-76 MEO. No other fuel terminal moves more fuel per employee than FISC San Diego, despite one third of the bulk inventory being out of service from tank failures, maintenance and several large ongoing projects.

Message from the Chief

ur Navy Supply Corps' Purpose, Vision and Guiding Principles are a concise, yet powerful statement of where we are headed as a Corps.

- · Our Purpose provides our reason for being.
- · Our Vision defines our path for the Future.
- · Our Guiding Principles are the foundation on which we judge our success.

Together, these three statements defined our Corps: our expectations of each other, both individually and collectively, and our future direction.

The following is provided as a daily reminder to help you understand these statements and follow them in your daily activities. Throughout your career, you will hold positions involving great responsibility and trust. Our Purpose, Vision and Guiding Principles will guide your decision making throughout your



RADM J.D. McCarthy

career. They unite us with a common purpose that transcends our individual assignments to an understanding of our collective responsibility as a Corps in supporting our Navy.



Don't miss your chance to save a life!

Join the National Bone Marrow Donor Registry on Aug. 15, 9 a.m. - 6 p.m. 32nd St. Navy Exchange Main Entrance

*Free registration for all military and family members, all DoD employees/contractors ages 18 to 60.

POC: LT Cindy Campbell, COMTHIRDFLT, (619) 524-9509 or cindy.campbell@c3f.navy.mil, or visit www.dodmarrow.org.

LTJG Kovack selected as aide to Commander, FISCs

Lieutenant Junior Grade Robert G. Kovack has been selected to serve as aide to Commander, Fleet and Industrial Supply Centers Rear Admiral Bill Kowba.

Kovack, a U.S. Naval Reserve
Supply Corps officer, holds a bachelor's
degree in history from Eckerd College.
He is currently serving on board *USS*John C. Stennis (CVN 74) as the
Aviation Depot Level Repairables
Officer. Prior to this he served as
Disbursing Officer and received a Navy
Achievement Medal for leading the
Stennis Disbursing Division, which
received the Commander, Naval Air
Force, U.S. Pacific Fleet Excellence
Award for outstanding disbursing
operation.

The lieutenant will report for duty to FISC San Diego on Aug. 18.

The Network

The Network is an authorized publication published monthly for the employees of the Fleet and Industrial Supply Center San Diego and its sites.

Commanding Officer RDML William. A. Kowba Executive Officer CAPT Harry W. Davis Technical Director Mike Stames

Public Affairs Officer
Nannette Davis
Public Affairs Specialist/Editor

Susan Civitillo

Public Affairs Specialist/Photographer

Kim Longstaff

The Network's editorial content is prepared and edited by the Public Affairs Office of the Fleet and Industrial Supply Center, San Diego. Its contents do not necessarily reflect the official views of the U.S. Government, the Department of Defense, or the U.S. Navy, nor does it imply endorsement thereof. The editorial office is located in Bldg. 1, Fleet and Industrial Supply Center, 937 North Harbor Drive, San Diego, CA 92132. Telephone: (619) 532-3432. To submit articles, e-mail:

susan.civitillo@navy.mil

Visit our Web site at www.sd.fisc.navy.mil.



Occupation: Supply technician, Foreign Military Sales, FISC Seal Beach.

Birthplace: Gardena, Calif.

I graduated from: Leuzinger High School, Lawndale, Calif.

What brought me into civil service: After taking seven years off to have and raise my children, I was very undecided on what kind of work I wanted to do... so a good friend told me I should look for a civil service job.

Hobbies: Vacationing and playing any outdoor sport.

Nobody knows I am: We will keep it that way.."nobody knows I am."

Pet peeve: People that invade your privacy just to be nosy.

If I could change something, I would change: Our weak justice system.

Secret to success: Self-discipline.

If I could do it over : I would have pursued a college education first, then had a family.

I'd give anything to have met: Marilyn Monroe.

I've never been able to: Find the time for me and just relax.

The last good book I've read: "Crossing Over," by John Edwards. Favorite quote, motto or phrase: Don't judge a book by its cover.

Favorite singer/group: Sade, Madonna and Janet Jackson. Dream come true -

saw all three in 2001.

I wish I could stop: Hate and discontent.

The one thing I like best about myself: Is that I would do for others before I would do for myself!

I am most proud of: My children - that they have grown up to be fine young adults. And proud of myself that I made it as a mother and got them to where they are now.

My most embarrassing moment: I was in line for lunch at the 2002 GSA EXPO and my cell phone rang. Of course it was an important call so I had a very brief conversation. By the time I was done I had my hands full and not being able to hook the phone back onto my pants, I held it in my hand under my plate. My phone slipped out of my hand and fell into a chicken dish and splashed all over me and others around me. I quickly grabbed my phone and with no napkins around all I could say is sorry. I am a true believer in handsfree devices when it comes to cell phones.

Kowba

continued from front page

effectiveness, and best business practices in support of the war fighter and our other valued customers," Kowba stated. "We are the plank owners in this endeavor."

In its lead role, FISC San Diego is responsible for facilitating common practices and efficiencies across the FISCs located in San Diego, Calif.; Norfolk, Va.; Jacksonville, Fla.; Yokosuka, Japan; Pearl Harbor, Hawaii; and Bremerton (Puget Sound), Wash. This includes monitoring waterfront strategic plan performance, providing field contract oversight, managing the Intra-fleet Supply Support Operations Program Center of Excellence, and allocating program management responsibilities across the FISCs.

"Close to 50 percent of NAVSUP's workforce assigned to our six FISCs will now come under a single commander with the authority and responsibility to drive business process improvements, develop common practices, and leverage the collective capability across all FISCs," stated McCarthy.

Coinciding with this event, RDML Kowba was also designated as Assistant Chief of Staff for Regional Commander Support, serving as the NAVSUP principal agent in establishing, monitoring and delivering FISC support to all regional commanders.

"As the first ACOS for Regional Commander Support, the task is to optimize the performance of base supply functions and standardize levels of service across all Navy installations and regions," Kowba explained. "All of this must occur in an environment highlighted by great change including the ongoing war on terrorism, the emerging fleet response concept to be able to surge our afloat units at a moment's notice, and the pending establishment of Commander, Navy Installations."

See Kowba page 7

Online scheduling of moves within CONUS exceeds goals

Wayne Franklin

Personal Property director

FISC San Diego began mandatory use of the Navy's Webbased move application and entitlement counseling program, SMART*WebMove*, in September 2002. The Navy's goal is to complete 80 percent of all eligible shipments per month using the online system and the San Diego Personal Property Shipping Office exceeded that by completing 100 percent in June.

"Due to the heavy volume of moves to and from the San Diego area, we continually pursue efficiencies to enable us to process the maximum number of applications with limited personnel resources," said PPSO director, Wayne Franklin.
"SMART WebMove gives us that advantage while also being an easy-to-use application for our customer."

SMART*WebMove* can be found at www.smartwebmove.navsup.navy.mil. SMART*WebMove* is available 24 hours a day, seven days a week from home, work, on board ship or anywhere

Sailors have Internet access. The program provides active-duty Navy service members with customized entitlement counseling based on individual Permanent Change of Station orders and government regulations. It allows preparation of move arrangements for up to three shipments with a single application and direct delivery of the move application to the PPSO. No travel or office visit is required.

Customers can arrange a move online using a computer with a minimum of a 486 processor running Netscape Navigator 4.75 or Internet Explorer 5.5 or higher. SMART WebMove may work on other configurations but the above is best

PPSO customers may also use the SMART WebMove computer lab located in building 3376, Naval Station San Diego (32nd Street), next to the Family Housing Office. The computer lab has 16 workstations and is open Monday through Thursday from 8 a.m. to 2 p.m. and on Friday from 8 a.m. until noon. A move counselor is available to assist with the SMART WebMove system or

entitlement questions. The facility also has ample seating and customers are encouraged to bring their spouses.

Customers are encouraged to contact the PPSO as soon as possible after receipt of orders to schedule an appointment.

"The PPSO requires at least 30 days before requested pack and pick up dates to arrange a move," said Franklin. "And move date changes should be kept to a minimum since carriers are so fully booked. They usually cannot accommodate short-notice changes during the summer months."

General information on household goods and helpful topics for getting ready for a move are available on the FISCSD Web site home page at www.sd.fisc.navy.mil under Personal Property.

FISC San Diego Training Calendar for September 2003

To enroll in any of the following classes call (619) 532-2038, DSN 522-2038, or send an e-mail to FISCSD_Training@navy.mil. Supervisory approval is required.

For more information on training courses and programs, online learning, and your training record, log on to the FISCSD Employee Extranet at

https://Extranet.sd.fisc.navy.mil/training_set.html.

Pre-Retirement Planning

Sept. 9-10, 8 a.m. - 4 p.m.

BDWY Bldg. 1, 3rd Fl., Nautical Room

Mid-Career Retirement Planning

Sept. 11, 8 a.m. - 4 p.m.

BDWY Bldg. 1, 3rd Fl., Nautical Room.

The New One Minute Manager (Supervisory Training)

Sept. 18, 8 a.m. - 4 p.m. BDWY Bldg. 1, 3rd Fl., Eagle Room

PLATO Learning Center offers free skills, college placement courses

The PLATO Learning Center offers free basic academic skills/college placement courses and many others to help prepare active-duty military members for various educational programs.

Students completing the PLATO computer-based, self-paced curricula are using their studies to increase their scores in the ASVAB exam, SAT and ACT test, GED test, college placement exams and CLEP tests to earn college credits.

Additionally, completion of the PLATO courses can qualify you for BOOST/EEAP and prepare you for transitional vocational programs. Along with the preparation programs for the

SAT/ACT, ASVAB, GED and the general CLEP exams, PLATE offers advance courses in mathematics, English and science.

Those who complete specific NCLC-PLATO courses will earn certificates of achievement, which may be included into military service records.

For more information, stop by the PLATO/Navy College Learning Center, Naval Station San Diego building 152, room 102 (wet side). The Centers operating hours are Monday and Wednesday 9 a.m. to 6 p.m.; Tuesday and Thursday 9 a.m. to 5 p.m.; and Friday, 9 a.m. to 3 p.m. Or, contact Luz Hernandez-Perry or Christopher Moreno at (619) 556-1269.

Remarks made by RADM McCarthy during the stand-up of lead FISC

The following are excerpts from remarks made by Rear Admiral Justin D. McCarthy, Commander, Naval Supply Systems Command, at the FISC San Diego Change of Command and Commander, Fleet and Industrial Supply Centers Establishment ceremony on July 25.

"We are here to complete the next milestone in our NAVSUP transformation effort. It's great that so many of you could be here to witness this historic event.

"This is not a normal change of command ceremony, so I thought I should take a minute to tell you a little about why we are here. About a year ago, after our CNO and Secretary of the Navy started publicly discussing our Navy's need for reinvestment funds to recapitalize our aging fleet, we at NAVSUP formed a transformation team... to develop a set of transformational ideas that would generate a substantial contribution to the Navy's identified need for \$10 billion dollars in reinvestment funds annually.

"That team developed a threephased transformation roadmap for NAVSUP based on a series of structural, functional and customer alignment initiatives. Principle among these initiatives was the creation of the lead FISC and the establishment of Commander, Fleet and Industrial Supply Centers.

"The concept was straightforward – place the close to 50 percent of NAVSUP's workforce assigned to our six FISCs under a single commander with the authority and responsibility to drive business process improvements, develop common practices and leverage the collective capability across all our FISCs. The single commander would then have the ability to drive down costs while making it easier for our customers to interface with NAVSUP, no matter which FISC they contact us through.



"I cannot think of a more exciting time to be part of this great team," remarked RADM Justin McCarthy at the FISC San Diego Change of Command and Commander, FISCs Establishment ceremony on July 25.

"In addition, the formation of the lead FISC provided NAVSUP an opportunity to create a stronger link to our regional commanders through another component of our transformation initiative, that which strengthens our customer alignment through the creation of Assistant Chief of Staff positions or ACOSs. Under this initiative the ACOS for Regional Commander Support was aligned with the Commander, Fleet and Industrial Supply Centers to support the regional commanders' efforts to standardize their own business practices and drive down base operating support costs.

"What we are doing truly is transformational ... it has been cited by the Navy's senior leadership as the example of how to do it right. You should all take great pride in that fact.

"We aren't finished with our transformation efforts. We may never be, but we have made tremendous progress in the past year and as a result, we have already begun contributing millions to our Navy's need for recapitalization funds. As you've heard me say before, we are on a journey of transformation that has no destination. This journey is about the endless pursuit of new ideas that will continually improve both what we do and how we do it.

"I cannot think of a more exciting time to be a part of this great team. As we stand up Commander, Fleet and Industrial Supply Centers and the ACOS for Regional Commander Support, you are all in the enviable position of blazing new trails. This is a unique time in the history of our claimancy and our Navy and you are playing a major role in this transformation effort.

"Now the time has come to complete the change of command here at FISC San Diego, as well as install the first Commander, Fleet and Industrial Supply Centers and NAVSUPACOS for Regional Commander Support. I can tell you with absolute certainty, there is no one better qualified to fill this position than Rear Admiral Bill Kowba. He brings an impressive breadth of experience and a reputation for consistently outstanding performance. His experience spans virtually all areas of FISC operations from financial, to purchasing, to warehousing, to transportation and petroleum management. Add to that his in-depth understanding of Navy strategic priorities gained from his service on the OPNAV staff and more recently with the CNO Strategic Studies Group and you can immediately see why I feel Bill is the ideal officer to be the first COMFISCs and ACOS for Regional Commander Support.

"We really are on a journey, a journey of change management, and FISC San Diego as our lead FISC will be charting the way in one of the most critical areas of our corporate transformation."

Kowba

continued from page 4

Acknowledging that the details of the NAVSUP transformation are still being developed, McCarthy said, "We are on a journey of change management, and FISC San Diego as our lead FISC will be charting the way in one of the most critical areas of our corporate transformation."

Kowba asked the COMFISCs team to view this change as an opportunity to make a significant contribution to the Navy. "From the top down, I ask that we dedicate ourselves to the CNO's expectations of us to accomplish our mission for the greater good of the Navy."

"These are truly exciting times, a genuine moment to make a real difference in our Navy as we refine the COMFISCs concept...and I look forward to working with all of you and our customers and stakeholders spread across the supply centers, waterfronts, and regions," he concluded.



LCDR Mark Escoe, supply officer, USS Lake Champlain (CG-57), presents David Alfonso, Code 112, with a Letter of Appreciation from the commanding officer of Lake Champlain, CAPT Robert S. Wells. Alfonso received the award for his superior performance of duties while serving as Lake Champlain's logistic support representative from June 2002 to June 2003. Photo by Paul Stuhler

Rear Admiral William A. Kowba Supply Corps, United States Navy

Rear Admiral Bill Kowba is a native of Rochester, N.Y. He received his commission through the Officer Candidate School Program in June 1976. Following commissioning, RDML Kowba completed the basic qualification training courses at the Navy Supply Corps School in Athens, Ga., and then from the Navy Officer Submarine School in Groton,

His shipboard tours have included service as Supply Officer of the fleet ballistic submarine, *USS Daniel Webster* (SSBN 626); Assistant Supply Officer of the submarine tender, *USS Hunley* (AS 31); and Supply Officer of the submarine tender, *USS McKee* (AS 41).

Ashore, the admiral has served in a variety of logistics and financial management positions. His shore assignments from 1979 to 1992 included Stock Control and Material Officer at Naval Air Station Keflavik, Iceland and Contracting Officer at the Defense Construction Supply Center, Columbus, Ohio. During his first Washington, D.C. tour, RDML Kowba was part of the Management Consulting Division at the Navy Audit Service Command Headquarters. Subsequently, he was assigned as the NISTARS/ Mechanized Warehouse Officer at Naval Supply Center Norfolk, Va. Returning to Washington, D.C., in 1992, RDML Kowba joined the Submarine Warfare Division (OPNAV-N87) in the Pentagon as Deputy Budget Officer and later transferred to the Office of Supply Corps Personnel in the Naval Supply Systems Command to become a Supply Corps Assignment Officer. From 1997 to 1999, he served as the Customer Service Officer at Fleet and Industrial Supply Center San Diego, Calif., and then as the first Regional Comptroller in the CINCPACFLT claimancy, working on the staff of the Commander, Navy Region Southwest. In July 1999, RDML Kowba became Head, Supply Operations, Transportation and Petroleum Branch (OPNAV-N41). From 2000 to 2002, he commanded FISC Norfolk, the Navy's oldest and largest supply center. He was last assigned as the Senior Fellow in the Chief of Naval Operations Strategic Studies Group in Newport, R.I., from September 2002 until July 2003 when he returned to San Diego to serve as Commander, Fleet and Industrial Supply Centers and Commanding Officer of FISC San Diego.

RDML Kowba holds a bachelor of arts degree from St. Bonaventure University and three graduate degrees. He has master of arts degrees from the University of Richmond and Webster University and a master's degree in business administration from the Anderson School at UCLA. The admiral is also a graduate of the Tuck School of Business Executive Program at Dartmouth College.

His personal awards include the Legion of Merit, the Defense Meritorious Service Medal, six Meritorious Service Medals, the Navy Commendation Medal, and the Navy Achievement Medal. He is a qualified Submarine Supply Officer and Surface Warfare Supply Corps Officer. RDML Kowba is also as a member of the Department of Navy Acquisition Professional Community.

Change of Command

CAPT Harry Davis, RDML William Kowba, and RADM J.D. McCarthy during the arrival honors at the historic Change of Command and Commander, FISCs Establishment ceremony on July 25.





RDML Kowba salutes the sideboys during his departure at the conclusion of the ceremony as the admiral's flag waves in the background.



CDR Robert Chenier, Business Office director, salutes as Alyson McMillion, daughter of FISCSD employee Laverne McMillion, Code 055, sings our national anthem, The Star Spangled Banner.



RADM McCarthy, CAPT Davis, RDML Kowba and CAPT William Petruska, chaplain, stand at attention during the Parade of Colors.



RDML Kowba's wife Maureen and daughter Elizabeth share a smile after receiving their bouquets during the ceremony.



Command master chief SKCM Ben Hebron (pictured far right), stands with the sideboys, flag detail and bell ringer. All played an important role during the Change of Command, a ceremony full of Navy tradition.

Change of Command



In addition to children Elizabeth and Nick and wife Maureen, RDML Kowba's extended family also gathered to wish him well in his new role as Commanding Officer of FISC San Diego and Commander, FISCs.



Gary Lester, Information Systems director, Lynne Lester and Mary Wall, CNRSW Human Resources, enjoy refreshments at the reception following the ceremony.



Bill Cording, LSC deputy director, Tim Higdon, Code 111, Royal Navy LCDR Carl Taylor, LSC director, and Harry Ornelas, Code 100D, join the festivities at the reception.



Suzy Felix, Code 036, Iris Chung, Code 033, and Phuong Hua, Code 035, were among the FISCSD employees who attended the reception.



CAPT Davis is joined by his family for a photo on Broadway Pier after the ceremony. From left is nephew Air Force 1st LT Tim Auman, wife Nannette, daughter Caitlin and son Glenn.



The Fleet Assist Team's MMCS (SW/AW) Victor Lewis, MM1 Robert Alvarado and SHSN Misty Graves at the reception.

NPS offers two new graduate education programs

Naval Postgraduate School San Diego is offering two new graduate education programs for the fall semester – an Executive Masters in Business Administration and a Systems Analysis certificate in addition to the current Information Systems and Operations and Information Systems Technology certificates.

The EMBA is a defense focused graduate degree designed to meet the educational and professional needs of the Navy officer corps. This 24-month, part-time program begins with a one-week orientation course held at the Naval Postgraduate School in Monterey, Calif., from Sept. 22 - 26 where officers take a 2-unit course in "High Performance Teams."

Videoteleducation (VTE) classes start Oct. 2 and will be continued with weekly meetings in San Diego through the remainder of the program.

The SA certificate is a one year, fully accredited program where the student will learn quantitative skills, gain an understanding of the process of analysis, and be able to communicate results effectively. The delivery format will be divided equally between face-to-face classes, VTE, and asynchronous web-based instruction. Classes will be held in San Diego. These certificate courses contribute to the requirements in the Systems Engineering and Analysis Masters Programs at NPS.

The fall quarter begins Sept. 29 and applications are now being accepted for both the EMBA and SA programs. To register for the EMBA program, contact Dr. Jim Suchan at jsuchan@nps.navy.mil or (831) 656-2905 by Aug. 15. To register for the System Analysis certificate contact CDR Mark Rhoades at mmrhoade@nps.navy.mil or (831) 656-2491 by Sept. 5. There is no cost for

tuition for either program for military and government service members. Students may enroll in one course per quarter.

The next start date for the ISO and IST certificate programs will be in the winter quarter beginning Jan. 7, 2004. Early applications are now being accepted.

All course quotas are filled on a first-come, first-served basis within the following priorities: (1) unrestricted line officers (URLs), (2) other Navy activeduty officers; (3) other services activeduty officers and Navy enlisted; (4) drilling Navy Reserve officers; and (5) Navy civilians with BA/BS degrees.

For additional information, go to the NPS Distributed Learning Web site at http://www.nps.navy.mil/dl/, then click on the appropriate certificate or course.

For general questions about all programs, contact retired Naval Reserve CAPT George Zolla at gazolla@nps.navy.mil or (619) 556-3282.



Mar Camia, Code 112, was presented with a jacket and ball cap from LT Trent Kalp on behalf of the USS Mobile Bay (CG 53) for his logistics support while the ship was deployed for nine months and for the assistance he provided to the ship in their homecoming to San Diego. Photo by Paul Stuhler.

Fleet Reserve Association National Convention to be held Aug. 27

The Fleet Reserve Association will hold its annual National Convention Aug. 27-30 at the Town and Country Resort, 500 Hotel Circle North, San Diego.

This year's convention will determine priority legislative initiatives for the coming year, elect new national officers and conduct workshops to discuss issues of concern to military personnel.

Representative Susan Davis (D-CA), member of the House Armed Services and Veterans Affairs committees, will open the convention on Aug. 27. She will be joined by Marine Corps Lt. Gen. Emil Bedard, Deputy Commandant for Plans, Policies, and Operations, and David Coker, Executive Director, Fisher House Foundation, Inc.

A Sea Services Senior Leadership Forum will be held Aug. 29, and will include a question-and-answer session with Navy Master Chief Petty Officer Terry Scott; Sgt. Maj. John I. Estrada and Coast Guard Master Chief Petty Officer Frank Welch.

Special sessions and workshops to address active-duty and Reserve concerns will be held throughout the convention. Workshop topics include DoD health care, Veterans Administration Volunteer Service Program, basics on Long -Term Care Insurance, social security offset and survivor benefits, and the Uniformed Services Former Spouses Protection Act.

Active-duty, Reserve and retired Navy, Marine Corps and Coast Guard personnel are invited to attend the opening ceremonies, leadership forum and special sessions and workshops

For more information contact Lauren Armstrong at 1-800-FRA-1924, or visit the convention's Web site at www.fraconvention.org.

McGlennon selected as NICC program manager

Deborah McGlennon, a management analyst in FISC San Diego's Business Department, has been selected as the program manager for the Navy Integrated Call Center.

Program management of the NICC was transferred from Naval Supply Systems Command Deputy Commander for Fleet Logistics Operations (NAVSUP 04) to FISC San Diego as part of NAVSUP's transformation initiative. FISC San Diego has also been designated under the NAVSUP transformation as the lead FISC responsible for driving common policies and practices across all supply centers.

NICC program management involves ownership, maintenance, support, and marketing. As NICC program manager, McGlennon is responsible for operational oversight; developing policies and procedures; program, financial and contract management; training; project and telecommunications coordination; and marketing for two call centers located at FISC San Diego, Calif., and FISC Norfolk, Va.

"As a government and commercial call center specialist, McGlennon was responsible for both analytical and technical support of the NICC San Diego site," said CDR Bob Chenier, FISC San Diego's business director. "She was instrumental in the development of best business practices, performance monitoring, and the personal and professional development of the Call Center staff. Her outstanding management and leadership skills were directly responsible for the 'world-class' call center that Navy customers enjoy today."

Under the NAVSUP transformation, the NAVSUP 04 mission has changed to "proactive planning, execution and monitoring of Naval units outfitting, training and equipping" to ensure operational forces are prepared for deployment. Functions that where previously performed by NAVSUP 04 were transferred to other commands within the NAVSUP claimancy.



Deborah McGlennon has been selected as the Navy Integrated Call Center program manager, responsible for operational oversight and management of two call centers located in San Diego, Calif., and Norfolk, Va.



Russell "Mac" McCollough, Code 124, is congratulated by CAPT Harry Davis for being selected to attend the NAVSUP Civilian Workforce Corporate Management Development Program.

Supply Enlisted Road Show set for Aug. 11-12

Each year the Master Chief Petty Officer of the Supply Community, along with personnel from the Supply Enlisted Community Management Branch, Naval Supply Systems Command (NAVSUP OP), travel across the globe to present the annual Supply Enlisted Road Show. Sailors in the southwest region are invited to attend the Road Show to be held in San Diego Aug. 11 and 12.

The event will take place in the Fleet Training Center Auditorium, building 3291, Naval Base San Diego on Aug. 11 from 2-4 p.m., and on Aug. 12 from 9-11 a.m., for all enlisted Supply personnel.

The annual Supply Enlisted Road Show is an excellent opportunity for Sailors, E1 through E9, to obtain critical career information. Topics to be addressed during the Road Show include advancement, supply initiatives, retention, recruiting, career planning, special programs, and separation/retirement.

Supply officers are also encouraged to attend the Road Show to receive valuable information, which will assist them in providing daily career guidance to their Sailors.

New assignment incentive pay lets Sailors name their price

Chief of Naval Personnel Public Affairs

ou can now earn extra money and improve your career opportunities just by taking orders to some overseas locations. Under a new pilot program known as Assignment Incentive Pay, Sailors being detailed to certain assignments in Misawa, Japan; Naples, Italy; and Sigonella, Sicily may be eligible for up to \$450 per month.

And here's the best part: you get to name your "price" by bidding for the amount of AIP you would be willing to accept to take those orders.

Simply log on to Super JASS, the Web-based Job Assignment and Selection System, at about the ninemonth window before your scheduled permanent change of station move to view current jobs, hot jobs and fill dates. The newest addition to this screen is the incentive column. If there is an asterisk in that column, the job comes with a monetary incentive.

Clicking into the incentive column displays the details of the AIP pay cap for that assignment and suggestions for bidding. Bids are in \$50 increments. Simply select the amount of AIP you would be willing to accept from the pull down menu. Incentive pay amounts will vary by location and position.

The detailer will make the final selection based on the range of qualified bids, relocation costs and additional factors pertaining to each job. Sailors rotating to sea duty must bid for sea billets and follow their proper sea/shore rotation.

Sound easy? Applying for AIP is, but it is important to remember that other Sailors may be competing for the same assignment and may submit

a lower bid. The system will favor the most qualified Sailor with the lowest AIP bid. Not quite E-Bay, but close.

AIP is being tested for commands in Misawa, Naples and Sigonella to measure its effectiveness. If it proves successful in attracting skilled Sailors to these assignments, it could be expanded to other overseas locations, such as Iceland, Guam, Cuba and Korea.

To be eligible for AIP, Sailors must:

- Be U.S. Navy or U.S. Naval Reserve active-duty Sailors. Selective Reserve, Training and Administration Reserve, Individual Ready Reserve and Active Duty for Special Work. Sailors are not eligible for AIP at this time
- Be fully qualified for the job requested - proper rating, paygrade, Navy Enlisted Classification, etc.
- Be in a sea/shore rotation rating. Sailors under continental U.S./ outside U.S. rotation are not eligible.
 - Apply for the job via JASS.
- Be eligible for assignment in a "FOR DUTY" status.

The pilot program also comes with a change in duty codes for commands in Naples and Sigonella from Type 3 (remote land-based sea duty) to Type 6 (overseas shore duty).

For more information on Assignment Incentive Pay, see NAVADMIN 161/03, available soon on the Web at www.bupers.navy.mil/. NAVADMIN 163/03 includes details about the Type 3 to Type 6 enlisted type duty code change. Other information on force shaping initiatives is also available at www.staynavy.navy.mil.

Supply community merges resources

Journalist 2nd Class Edward FlynnNaval Personnel Development Command
Public Affairs

In an effort to streamline training and education, and to reduce redundancies within the supply community, the Navy recently completed the merger of the Aviation Storekeeper rating with the Storekeeper rating.

The merger will give Sailors within these supply ratings a clear career path and increase professional development opportunities.

A study conducted by the Supply Training Requirements Review, who partnered with the Fleet and the Navy Manpower Analysis Center, determined the 94 percent commonality in occupational standards and technical training within the two ratings warranted a combined training effort, that would give the Navy a more versatile talent pool to draw from.

Additionally, the study determined that advances in shipboard logistics practices and technology, created an environment that allowed the two ratings to merge without diminishing support to the fleet or Sailors.

The merging of the AK and SK ratings is part of an ongoing effort to optimize manning and adopt the best business practices now used by private industry. Through shared automated systems, the Navy will minimize redundancy in functions and training, resulting in better customer service and quality of life for the Sailor.

The AK and SK schools were combined in October 2002 and the merger was completed in January 2003.

New high year tenure limits in effect for 3rd Class Petty Officers

Chief of Naval Personnel Public Affairs

The Navy has adjusted high year tenure limits for 3rd class petty officers from 10 to eight years, as part of its continuing effort to improve combat readiness, shape the force and maintain a healthy advancement opportunity.

The changes will be phased in through August 2004 to give Sailors and their families the opportunity to adequately prepare for their transition to a post-Navy career.

This HYT adjustment affects E-4s who will reach eight or more years of service between now and Aug. 31, 2004. Currently, there are 1,685 E-4s with greater than eight years of service (1,849 E-4s in their eighth year of service and 3,094 E-4s in their seventh year of service). All affected Sailors will have the chance to compete in both the September 2003 and March 2004 exam cycles.

A transition period has been developed which will take into account the new HYT limits, as well as the final stages of the July 2002 E-4 HYT change from 12 years to 10 years, announced in NAVADMIN 208/02.

There are some exceptions to this revised HYT policy. Commands must notify PERS-832 in Millington, Tenn., prior to effecting reenlistments under these exemptions, which include obligated service in conjunction with formal training, reenlisting under Selective Training and Reenlistment and reenlisting for a Selective Reenlistment Bonus. Also, Sailors with an approved Perform-to-Serve reenlistment request who are required to obligate service for a formal school are exempt, with certain limits.

See Tenure limits back page



Royal Navy Lieutenant Commander Carl Taylor was born in 1967 in Clun, a small town in the heart of the Shropshire countryside in England. He joined the Royal Navy at the tender age of sixteen as a junior assistant writer, which is equivalent to a U.S. Navy disbursing clerk. Following initial and professional training, he served on three Exocet/Seawolf Leander class frigates, *Jupiter*, *Charybdis* and *Juno*. During his time in the former, he took part in the *Armilla* deployment to the Gulf during the *Aden Crisis* of 1986.

His shore duties included HMS Dryad, a school of maritime operations, HMS Royal Arthur and HMS Excellent, both schools of leadership and management, and HMS Daedalus, a naval air station.

He was selected for Officer Training in 1992 and entered Britannia Royal Naval College in April of 1993. On completion of his studies, he joined the Type 42 anti-air warfare destroyer HMS *Manchester* as the Secretary and Assistant Supply Officer in 1995. Following an exciting and challenging appointment, during which he was promoted to lieutenant, he undertook the Junior Staff Course prior to being appointed to the personal staff of the Flag Officer Training and Recruiting as the Flag Lieutenant, Staff Officer Personnel and Assistant Secretary.

This high profile and interesting appointment lead to LCDR Taylor returning to HMS Dryad as the Staff Officer, Business Development. Responsible for marketing the Royal Navy's irreducible spare capacity in terms of warfare training, he dealt with a number of foreign navies in order to facilitate income generation.

He was then selected for the Supply Officer's Charge Course and subsequently joined the Type 23 anti-submarine warfare frigate HMS *Iron Duke* in the rank of lieutenant commander in December 2001. The following 18 months as the Logistics and Supply Officer were spent bringing her out of a protracted refit in Rosyth, Scotland, through Sea and Flag Officer Sea Training trials prior to deploying as the Atlantic Patrol Task (North) asset in January 2003. The deployment involved counter drug operations with the embarked Law Enforcement Detachment (LEDET) in the Caribbean and also involved four weeks off Sierra Leone with an embarked force of Royal Marines during the war crime indictments period in March. LCDR Taylor flew back to the United Kingdom in the middle of May to prepare for reporting to FISC San Diego as the Logistics Support Officer and Naval Station San Diego site director on July 9.

LCDR Taylor is joined in San Diego by his wife Keely, son Jamie and daughter Beth. He enjoys sports, spending time with his children, and is a keen motorcyclist (non-practicing, for the moment!).

Fuel Farm rescue team saves endangered blue heron

Steve Frey

FISCSD Fuel Director

nyone visiting the FISC Fuel Farm cannot help noticing the abundant number and variety of birds that call it home. Some of the birds that inhabit the area are the brown-billed pelican, cormorant, duck, white egret, sea gull, osprey, red tailed hawk, great blue heron, etc.

This story is about a young blue heron nestling that was rescued by the Fuel Depot's staff. Herons are a group of wading



birds with long necks, long tapered bills. They nest high in the many eucalyptus trees scattered near the waterfront, and feed in the reeds along the shoreline and in the moat within the Fuel Depot's confines. When a full-grown heron swoops out of the trees, with its large body, 3-4 feet in length, and colossal wingspan, 4-6 feet long, it looks a little like a prehistoric pterodactyl.

Around this time every year, new clusters of hatchling leave their rookeries. On their own for the very first time, it is a precarious event fraught with many dangers. On June 25, Maximus di Fiscus, the Fuel Depot's working dog, was on patrol when he noticed a young blue heron hatchling hanging by its neck in a eucalyptus tree.

Max immediately notified Hernando Gomez who happened to be in the area. Gomez then notified Eric Schmidt. In accordance with the Fuel Farm's Integrated Contingency Plan, Schmidt made numerous phone calls to a variety of wildlife services trying to find a trained ornithologist, but came up empty handed. Project Wildlife, however, told him that while unable to send a rescue team, they would be happy to provide emergency care if the heron were brought to their shelter. Unable to locate a qualified ornithologist or bird handler and, afraid that the bird would soon die, Schmidt organized a Fuel Depot rescue team that was comprised of himself, Paul Castro, ABF3 Daniel To'oTo'o, Gomez, and Max.

While Max barked words of encouragement to the young and frightened heron, Gomez, Schmidt, and Castro lifted and secured a ladder to the tree so that To'oTo'o could scramble up and remove the heron from its predicament. The young heron had suffered numerous life threatening injuries and was semi-conscience. It appeared to have been stranded in the tree for a number of days.

With precious little time left, the entire team rushed the bird to Project Wildlife at 887 ½ Sherman St. Once in its custody, the veterinarian staff took over and administered emergency medical treatment. Castro visited the shelter the following Friday and reported that the heron was doing remarkably well and that in a few days it would be released back into the surrounding environment.

Obviously the primary mission of the Fuel Depot personnel is to provide fuel to the fleet, but the depot has a remarkable record of doing its job with minimal impact to the environment. It is simply amazing to see so many different types of birds and animals continue to inhabit those environs while the Fuel Depot employees do their jobs. The simple fact that the facility can accommodate a variety of different species and still receive, store, and issue vast quantities of bulk fuel products is a credit to the personnel's training and social conscience.

As for Max, his primary duty is to keep birds from preying on the fish in the coy pond and keep the fuel pier free of roosting and transitory birds. While he does his job well, it is interesting to note that he can be compassionate to those in distress.

Enterprise News Briefs

Naval Transportation Support Center's executive director, **Ken McGrew**, was recently awarded the Navy Superior Civilian Service Award.

The DON eBusiness Operations
Office has been established as the
Executive Agent to assist DoD's Chief
Information Officer to carry out the Rapid
Acquisition Incentives - Net Centricity
program. RAI-NC is a new DoD program
that establishes a central investment fund
to finance information technology
initiatives that support DoD business
transformation efforts and improve
government efficiency.

In support of the Naval Supply Systems Command's "Adopt-A-Ship" program, two chefs, Charlie Gipe, executive chef of the Giant Center and Hershey Park Stadium, Hershey, Pa., and Tom Robey, who owns Magaro's Catering, Carlisle, Pa., recently participated in a weeklong session that mentored and trained more than 60 Navy cooks stationed on the USS *Ronald Reagan* (CVN 76), the Navy's newest aircraft carrier.

A Douglas AD-3 Skyraider aircraft recently arrived at the Naval Support Activity Philadelphia Compound, joining an F-14 Tomcat and an A-6 Intruder in a static display outside the **Naval Inventory Control Point**. This newly acquired aircraft, a carrier based attack plane and bomber, is one of only 18 Skyraiders on display in the United States, 55 in the world.

A Chinook helicopter made its inaugural flight from the FISC Pearl Harbor's recently constructed 100-foot square concrete helicopter pad. The helicopter pad is linked with two pier modernization projects at FISC Pearl. Once both projects are completed in 2006, FISC will have a "one-stop deployment center" which will enable major loadouts to be conducted on-site.

Navy and Marine Corps Achievement Medal

SK1 Debra Hausvik, for service as transportation assistant, FISCSD, from December 2002 to June 2003.

SK2 Mark Corcoran, for service as customer service storekeeper, FISCSD's SIMA site, from May 2001 to August 2003.

SK1(SW) Jason Thomas, for service as customer service leading petty officer, FISCSD's SIMA site, from September 2001 to July 2003.

SK2 Ryan Bessemer, for service as fleet liaison, FISCSD, from May 2000 to May 2003.

SK1(SW) Daniel J. Saeger, for service as depot level repairable leading petty officer, FISCSD's SIMA site, from July 2000 to September 2003.

SK1(SW) Elmer Saldevar, for service as issue and leading petty officer, FISCSD's SIMA site, from September 2000 to September 2003.

SK2 Jennifer Spray, for service as customer service technical editor and purchasing automated data processing supervisor, FISCSD's SIMA site, from January 2002 to August 2003.



Janet
Bowman has
been selected
as the
Business
Department
Director,
Code 40.
Congratulations
and welcome
back to Janet.

Navy and Marine Corps Commendation Medal

SK1(SW) Edward Hertel, for service as expediting and casualty report leading petty officer, FISCSD's SIMA site, from August 2000 to September 2003.

SHC(SW) Jesus Garcia, for service as ship's store specialist, FISCSD, from July 2000 to July 2003.



In a brief informal ceremony held on July 8, Letters of Appreciation were presented on behalf of Commander, Naval Air Force, U.S. Pacific Fleet to Joe Martin, Major Gaskin, George Urquahart and Nelson Aruta, Consolidated Mail Facility. The Letters of Appreciation were earned as a result of the outstanding dedication to service demonstrated by these individuals on May 2 when they went above and beyond the call of duty in loading over 60 thousand pounds of mail on board USS Abraham Lincoln (CVN 72). Abraham Lincoln made a port call to San Diego enroute to its homeport of Everett, Wash., upon the completion of a successful deployment in support of Operations Enduring Freedom and Iraqi Freedom. Those who have gone to sea understand the importance of mail delivery and the reassuring feeling it provides of somehow being closer to home. Congratulations to all for a job well done!

LT Walter Egge, for service as physical distribution officer, FISCSD from July 2001 to July 2003.

SKC Annie Anderson, for service as command chief for Naval Reserve FISCSD Detachment 319, from October 2000 to September 2002.

LCDR Alphonse Monroe, for service as officer in charge, Naval Reserve FISCSD Detachment 211, from October 2001 to September 2002.

LCDR Randall Ramian, for service as commanding officer, Naval Reserve FISCSD Detachment 319, from October 2000 to September 2002.

LT Darrel Olsowski, for service as assistant supply officer, FISCSD's SIMA site, from January 2001 to June 2003

LT Alberto Cruz, for service as supply officer, USS *Milius* (DDG 69) from June 2001 to March 2003.

Special Achievement Award Manuel Saldana, Teofilo Garcia and Reynaldo Paulino, Code 112, in appreciation for excellent customer support of deployed ships and vessels in port during Operation Iraqi Freedom.

Good Conduct Award

SK1(SW) Daniel Saeger, fifth award SK1(SW) Herminigildo Fairbanks, sixth award

SK1(SW) Elton Truesdale Jr., fifth award

SK1 Willie McCain Jr., fourth award

Congratulations

LT Walt Egge for his selection and augmentation into the U.S. Navy from the U.S. Naval Reserve.

Meritorious Service Medal LCDR Paul Amodio, for outstanding achievement as director, Fuel Department, FISCSD from July 2001 to July 2003.

Retirements

Robert Kolleck, 26 years Darlene Whitehead, 31 years Larry Caldwell, 37 years

Back Page

Tenure limits

continued from page 9

Sailors in critical paygrades, undermanned ratings or holding specific Navy enlisted classification codes should submit a HYT waiver through their chain of command. The approval process takes into consideration a minimum of four factors: end strength, community manning (advancements opportunity and rate readiness), scope and billet priority, and quality of life issues.

Those reaching old E-4 HYT limits (12 years) prior to Sept. 30 must separate when they accrue 12 years of total active service. Sailors with greater than 10 years of service between now and Sept. 30 must separate no later than Sept. 30. E-4 Sailors completing 10 years of service between Oct. 1 and Aug. 31, 2004, must separate when they accrue 10 years of total service.

E-4s who currently have less than eight years of service and who will complete eight years of service between now and Aug. 31, 2004, must separate no later than Aug. 31, 2004.

Sailors completing eight years of service as an E-4 after Aug. 31, 2004, must separate when they accrue eight years of total active service.

For more complete details on the revised High Year Tenure Policy, refer to NAVADMIN 160/03, available soon on the Web at www.bupers.navy.mil.



Communities of Practice "uncovered"

Darlene Shaw

e-Business/Knowledge Management

ommunities of Practice (CoP) is a terminology that everyone will become familiar with in the next few years. It is not a new term but one known within limited circles. A CoP is a group of people that share information in order to do their jobs better. CoPs can be formed around a particular career field or interest, for instance, training. Or they can be centered around specific projects, such as Transformation.

This term is now often associated

with technology because today's CoPs are frequently supported with a

computer software tool. However, software does not equal CoP. Humans have always had CoPs of one form or another. It is this collaborative instinct which has allowed us to survive and thrive over thousands of years. It is just that technology has made these associations more powerful and allowed geographical dispersion.

Soon the NAVSUP Enterprise will be using a software tool called SiteScape within the 5 Star Web portal which will support the forming of communities throughout the claimancy. There will be both types of communities mentioned above, interest and project centered. At first, just a few communities will be formed so that lessons learned may be gathered and used in forming more communities.

Potentially each community has several roles to be filled, although communities may not always need every position to be done. Below are descriptions of each:

Champion: typically an executive who has a vision for the CoP's potential and can see the connection

with the organization's mission, goals, and strategic planning.

Sponsor: an executive or senior manager - someone who can link the CoP to specific organizational programs and projects, and pave the way for community success.

Integrator: largely that of design, consulting, and facilitation.

Leader: provides day-to-day support, while serving as an active, contributing member.

Coordinator: duties are similar to the Community Leader, but focus is on internal coordination rather than external coordination with the

organization.

Facilitator:
ensure
community
forums are

productive for all members by acting as an independent CoP process expert.

Cybrarian: collects and controls access to library-type resources in the CoP's practice.

Events Tracker: collects the primary event information and then, when possible, provides contact information for obtaining more details.

Q&A Tracker: looks for balance in quality and speed to provide an efficient flow of information and knowledge.

Technologist: relates the technical issues to the CoP requirements.

Core Group: initially performs start-up activities, like planning.

Member: self-organizing and participates because they receive value from their participation.

Now that you know what is involved, be thinking of groups that could benefit from software support and who in those groups can fill the different CoP roles. Contact the FISC San Diego Business Office for more information.